

Annual Employee Survey Results, 2007
U.S. Occupational Safety and Health Review Commission

1. Interpretation of Results: The U.S. Occupational Safety and Health Review Commission (OSHRC) scored especially high (i.e., greater than 78% favorable – Strongly Agree/Agree) on all of the items for questions measuring personal work experiences. OSHRC also scored well (i.e., greater than 71% favorable – Strongly Agree/Agree) on all of the items regarding the organization’s leadership. In fact, 80% of the respondents have a high level of respect for the organization’s senior leaders. An overwhelming 90% of the respondent’s thought the people they work with cooperate to get the job done and 92% like the kind of work they do. On the other hand, the category with the lowest scores was job satisfaction (i.e., pay, better job opportunity, etc). OSHRC will review these areas and determine ways to improve them for the upcoming year.
2. How the survey was conducted: The survey was distributed online and employees submitted paper copies of their responses to the Human Resources Office.
3. Description of sample: All 62 permanent and temporary employees within the agency were surveyed.
4. Survey items and response choices: See the below tables for survey items and choices.
5. Number of employees surveyed, number responded, and representatives of respondents. The survey was distributed to 62 employees and 51 responded. The response rate is 82%. These respondents are representatives of the agency population and include non-supervisors, supervisors, managers, and executives.

**2007 Annual Employee Survey Results for
U.S. Occupational Safety and Health Review Commission**

Surveys Sent: 62

Surveys Returned: 51

Response Rate: 82%

Prescribed Questions: Personal Work Experiences							
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Did Not Answer
1. The people I work with cooperate to get the job done.	Percentages	50.98%	39.22%	3.92%	3.92%	0	1.96%
2. I am given a real opportunity to improve my skills in my organization.	Percentages	33.3%	45.1%	9.8%	9.8%	0	2%
3. My work gives me a feeling of personal accomplishment.	Percentages	49%	31.4%	9.8%	7.8%	0	2%
4. I like the kind of work I do.	Percentages	55%	37%	6%	0	0	2%
5. I have trust and confidence in my supervisor.	Percentages	45.1%	19.61%	19.61%	9.8%	3.92%	1.96%
Item Text		Very Good	Good	Fair	Poor	Very Poor	Did Not Answer
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Percentages	47.06%	17.65%	19.61%	3.92%	3.92%	7.84%

**2007 Annual Employee Survey Results for
U.S. Occupational Safety and Health Review Commission**

Surveys Sent: 62

Surveys Returned: 51

Response Rate: 82%

Prescribed Questions: Recruitment, Development & Retention

Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Did Not Answer
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Percentages	37.3%	51%	9.8%	0	0	0	2%
8. My work unit is able to recruit people with the right skills.	Percentages	39.2%	33.3%	15.7%	3.9%	0	2%	5.9%
9. I know how my work relates to the agency's goals and priorities.	Percentages	64.7%	27.5%	2%	2%	0	0	3.9%
10. The work I do is important.	Percentages	68.6%	25.5%	3.9%	0	0	0	2%
11. Physical conditions (for example, noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	Percentages	54.9%	37.3%	2%	2%	0	0	3.9%
12. Supervisors/team leaders in my work unit support employee development.	Percentages	37%	29%	8%	14%	0	6%	6%
13. My talents are used well in the workplace.	Percentages	33%	53%	4%	8%	0	0	2%
14. My training needs are assessed.	Percentages	25.5%	41.2%	11.8%	13.7%	2%	0	5.9%
15. Promotions in my work unit are based on merit.	Percentages	13.7%	23.5%	27.5%	13.7%	2%	7.8%	11.8%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Percentages	15.69%	25.49%	19.61%	9.8%	7.84%	13.73%	7.84%
17. Creativity and innovation are rewarded.	Percentages	23.5%	37.3%	13.7%	7.8%	0	7.8%	9.8%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Did Not Answer
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Percentages	23.5%	35.3%	7.8%	2%	3.9%	11.8%	15.7%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Did Not Answer
19. In my work unit, differences in performance are recognized in a meaningful way.	Percentages	13.7%	35.3%	7.8%	13.7%	3.9%	9.8%	15.7%
20. Pay raises depend on how well employees perform their jobs.	Percentages	11.8%	23.5%	13.7%	9.8%	7.8%	21.6%	11.8%

21. My performance appraisal is a fair reflection of my performance.	Percentages	23.5%	33.3%	13.7%	2%	3.9%	2%	21.6%
22. Discussions with my supervisor/team leader about my performance are worthwhile.	Percentages	23.5%	31.4%	13.7%	11.8%	5.9%	0	13.7%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Percentages	21.6%	37.3%	19.6%	7.8%	0	3.9%	9.8%
24. My supervisor supports my need to balance work and family issues.	Percentages	43.1%	41.2%	5.9%	0	0	0	9.8%

**2007 Annual Employee Survey Results for
U.S. Occupational Safety and Health Review Commission**

Surveys Sent: 62

Surveys Returned: 51

Response Rate: 82%

Prescribed Questions: Leadership

Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Did Not Answer
25. I have a high level of respect for my organization's senior leaders.	Percentages	39.2%	41.2%	5.9%	5.9%	3.9%	0	3.9%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Percentages	27.5%	37.3%	11.8%	15.7%	3.9%	0	3.9%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Percentages	29.4%	37.2%	11.8%	2%	0	11.8%	7.8%
28. Employees are protected from health and safety hazards on the job.	Percentages	45.1%	47.1%	0	0	2%	2%	3.9%
29. Employees have a feeling of personal empowerment and ownership of work processes.	Percentages	21.6%	39.2%	23.5%	5.9%	3.9%	0	5.9%
30. My workload is reasonable.	Percentages	23.53%	49.02%	17.65%	3.92%	0	0	5.88%
31. Managers communicate the goals and priorities of the organization.	Percentages	23.5%	51%	9.8%	9.8%	2%	0	3.9%
32. My organization has prepared employees for potential security threats.	Percentages	13.7%	47.1%	13.7%	15.7%	3.9%	2%	3.9%

**2007 Annual Employee Survey Results for
U.S. Occupational Safety and Health Review Commission**

Surveys Sent: 62

Surveys Returned: 51

Response Rate: 82%

Prescribed Questions: Job Satisfaction							
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied	Did Not Answer
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Percentages	25%	39%	20%	8%	4%	4%
34. How satisfied are you with your involvement in decisions that affect your work?	Percentages	27.5%	45.1%	13.7%	7.8%	2%	3.9%
35. How satisfied are you with your opportunity to get a better job in your organization?	Percentages	13.7%	27.5%	25.5%	13.7%	7.8%	11.8%
36. How satisfied are you with the recognition you receive for doing a good job?	Percentages	43.1%	31.4%	11.8%	5.9%	2%	5.9%
37. How satisfied are you with the policies and practices of your senior leaders?	Percentages	27.5%	33.3%	17.6%	13.7%	2%	5.9%
38. How satisfied are you with the training you receive for your present job?	Percentages	27.5%	37.3%	19.6%	7.8%	2%	5.9%
39. Considering everything, how satisfied are you with your job?	Percentages	41.2%	39.2%	11.8%	3.9%	0	3.9%
40. Considering everything, how satisfied are you with your pay?	Percentages	13.7%	41.2%	15.7%	17.6%	7.8%	3.9%